

**Minutes
Committee on Equal Opportunities
Council on Postsecondary Education
October 17, 2011**

The Committee on Equal Opportunities met October 17, 2011, at the Council office. Chair Joseph S. Weis presided.

ROLL CALL

Members present: Joseph Weis, Jerome Bowles, Dennis Jackson, John Johnson, Carl Rollins, Wendell Thomas, David Welch, and Abraham Williams.

Raoul Cunningham, Lisa Osborne and Kirby O'Donoghue did not attend.

COMMENTS BY ROBERT L. KING, CPE PRESIDENT

Council on Postsecondary Education President Robert L. King provided opening remarks to the CEO.

APPROVAL OF MINUTES

The minutes of the June 9, 2011 meeting was reviewed. Mr. Carl Rollins moved to accept the minutes. Mr. David Welch seconded the motion.

**2012 CEO MEETING
CALENDAR**

Dr. Rana Johnson, CPE's Chief Diversity Officer, presented the 2012 CEO meeting dates. A motion to approve the calendar was made by Abraham Williams, and seconded by Wendell Thomas.

VOTE: The CEO members voted, and the motion passed.

**REVISION OF
ADMINISTRATIVE
REGULATION 13 KAR
2:060**

Dr. Rana Johnson presented this action item. Dr. Johnson provided information on the necessity to revise the KY Administrative Regulation, 13 KAR 2:060 to align with the new Statewide Diversity Policy. Assessments related to compliance with KRS 164.020 (19) will be implemented through Administrative Regulation 13 KAR 2:060. The Administrative Regulation was revised following the adoption of the Statewide Diversity Policy.

The first assessment, under diversity planning, will take place in January 2012.

Mr. Wendell Thomas asked whether something was missing from the revised administrative regulation. Dr. Johnson responded and provided clarification: The KAR evaluation will take place January 2012, and the institutional diversity plans will be evaluated in 2013.

The CEO members and Council staff engaged the EEO representatives in a discussion regarding when the assessment should take place. Council staff, Mr. Sherron Jackson, reminded the EEO representatives that the number of objectives originally proposed (10) were discussed at the October 2010 meeting, in Louisville, Kentucky. The CEO determined that institutions should be evaluated on eight (8) objectives. The suggestion was presented to the

CPE at its January 2011 meeting in order to receive permission to file the revised KAR. Mr. Jackson also reminded the CEO members, as well as EEO representatives, that Council staff had been discussing four (4) racial/ethnic groups, and the institutions suggested that they were already engaged in diversity planning.

Mr. Jackson explained the difference between the Degree Program Eligibility and the Institutional Diversity Plan evaluation. The statistical evaluation for the Degree Program Eligibility evaluation would take place in 2012, and the Institutional Diversity Plans would be evaluated in 2013.

Aaron Thompson and President Bob King explained how the Diversity Policy would connect to the Statewide Strategic Agenda, and clarified the importance of the institutional plans.

The CEO members, and Council staff, discussed the evaluation process, as well as the timetable for both assessments.

VOTE: Mr. Welch made a motion for the First Assessment of the Degree Program Eligibility, under diversity planning, to be delayed by one year—until January 2013, and added that the institutions retain their automatic eligibility status until 2013. Mr. Abraham Williams seconded the motion.

Chair Weis asked the CEO to vote to forward the recommendation that the CEO delay the Degree Program Eligibility evaluation until 2013, to the Council for action. He asked those in favor of the recommendation to indicate their concurrence by stating "I." Those opposed, nay. The vote was close; Chair Weis asked for a count. The count included five yes votes, and 3 no votes. The motion carried.

The recommendation to evaluate the institutions in January 2013 will be presented to the CPE at its November meeting.

2010-11 ANNUAL GMSCPP REPORT

Dr. Johnson offered a summary of the 2010-11 GMSCPP. The 2010-11 report was developed around the Council's Strategic Agenda: College Readiness, Student Success, Research, Economic, and Community Development, and Efficiency and Innovation. The statewide program served 1,376 middle and junior high schools students. Academic enrichment activities included a focus on STEM. Five universities and 11 KCTCS institutions administered pre and post testing to determine the skill level of the students, as well as to inform parents where the student might require additional attention.

More than 300 students participated in the Annual GMSCPP Statewide Conference at Western Kentucky University in June 2011. Students were introduced, and participated in hands on activities, including a CSI activity that introduced the students to the laboratory at WKU.

CPE NOMINATING
COMMITTEE TO SELECT
CEO MEMBERS

Bob King provided a summary for selecting individuals to serve on the CEO. Governor Paul Patton named a nominating committee that consists of: John Johnson, Pam Miller, Kirby O'Donoghue, and an institutional representative (Sandra Moore). Mr. Joe Weis, the chair of the CEO, also serves on the nominating committee. The committee was asked to identify and recommend 2 individuals for each of the 8 slots to be filled. Current CEO members were encouraged to apply.

The nominations will be shared with the CPE in January, and CEO members will be identified at the February CPE meeting. The newly created CEO will consist of a diverse group of individuals, to ensure that the committee makeup will reflect the new statewide Diversity Policy.

Also, CPE will make a recommendation to the governor, as well as the legislature regarding CPE's upcoming budget for the public postsecondary institutions. In our recommendation we will request that a pool of dollars be tied to campus performance—performance funding. The campuses will have to earn the funding. One criteria central to the Diversity Policy is closing the achievement gap. We believe tying this objective to funding is our way of saying how important this is to the future of our campuses.

Mr. David Welch, as well as Mr. Abraham Williams questioned the one (1) African American representative that currently serves on the CPE. Bob King responded that the Governor appointed individuals to serve on the CPE.

Mr. Welch indicated that Kirby O'Donoghue missed the last two CEO meetings. Dr. Johnson responded that Kirby apologized for missing the October meeting—she was scheduled to take a mid-term exam.

Mr. Sherron Jackson discussed the terms of appointment for the CEO—members will serve either two year or four year terms.

Mr. Johnson asked whether any incentives for diversification of faculty members. President King responded that for the purpose of performance funding, the state would limit the criteria, equally weighted: credentials produced, achievement gaps, and transfer. The notion of employment diversity is imbedded in the diversity plans, but not tied to incentive funding, in this request. It is important to get the concept, and try to keep it simple and straightforward.

The GMSCPP Statewide Conference will be hosted by the University of Louisville, and Centre College will host the Proficient Jr/Sr Conference.

Mr. Johnson requested that advance notice be given to inform CEO members of upcoming activities. Mr. Joseph Weis asked that a list of campus activities be presented at each CEO meeting.

INSTITUTIONAL REPORTS	Institutional representatives provided an update of diverse programs and activities that took place on their campuses: ECU, KCTCS, KSU, MoSU, MuSU, NKU, UK, UofL, and WKU.
OTHER BUSINESS	Mr. Johnson stated that he has seen a great deal of change, and wanted to recognize the EEO representatives for the leadership they provide at their respective institutions.
NEXT MEETING	The next regularly scheduled meeting will take place Monday, January 23, 2012, 9:00 a.m. (ET) in Frankfort, Kentucky.
ADJOURNMENT	The meeting adjourned at approximately 12:30 p.m.